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APPENDIX B

COMPARISON OF FOREIGN SERVICE RETIREMENT
AND DISABILITY SYSTEM WITH PERTINENT PROVISIONS
OF THE CIVIL SERVICE RETIREMENT SYSTEM

**COMPARISON OF FOREIGN SERVICE RETIREMENT AND DISABILITY SYSTEM
WITH PERTINENT PROVISIONS OF THE CIVIL SERVICE RETIREMENT SYSTEM***

(1) Items	(2) CSR	(3) FSR	(4) Section	(5) Comments
A. Coverage.....	Government employees generally, unless temporary, intermittent or subject to another Federal retirement system.	All FSO's, plus non-FSO's who have served as chiefs of mission for an aggregate period of 20 years or more; Foreign Service Staff (FSS) officers and employees with 10 or more years of continuous service in the Foreign Service.	803	Most Staff officers and employees and Foreign Service Reserve officers are presently covered by CSR.
B. Contributions: 1. Compulsory.....	6 1/2 percent of employee's basic salary. Agency contribution of 6 1/4 percent of employee's basic salary.	6 1/2 percent of employee's basic salary. Agency contribution of 6 1/4 percent of employee's basic salary.	811	FSR same as CSR. Do.
2. Voluntary.....	Maximum 10 percent of total basic salary received since Aug. 1, 1930. Payable in multiples of \$25.	Maximum of 10 percent of total basic salary received since July 1, 1939. Payable in multiples of 1 percent.	-----	Approximately same as CSR.
C. Benefits: 1. Annuities.....	<i>Annuity.</i> —Based on high 5 average years of salary 1 1/2 percent times 5 years, plus 1 1/2 percent times next 5 years, plus 2 percent times all years over 10 years of creditable service. Annuity not to exceed 80 percent of high 5 average salary.	Based on high 5 average years of salary 2 percent times total number years creditable service not to exceed 35 years.	821	CSR provides maximum 80 percent high 5 average. FSR provides maximum 70 percent high 5 average.
2. Reduced annuities.....	Reduced annuity with benefits to widow or widower. Corresponding benefits to each dependent child.	Surviving children, widowers, and dependent widowers may be included as survivor annuitants.	804	FSR provides survivorship benefits comparable to those of CSR.
3. Survivor annuities: (a) Married participant...	<i>Basic general formula.</i> —Widow or widower (if survivor annuity elected by retiring employee): 1/2 of all or whatever portion of earned annuity specified as base. Annuity terminates on death or remarriage. Employee's annuity reduced by 2 1/4 percent of 1st \$2,400 of any amount specified as base for survivor benefits plus 10 percent of the amount over \$2,400 up to the full amount of employee's annuity, if specified.	Widow or widower (if survivor annuity elected by retiring employee): 1/2 of all or whatever portion of earned annuity specified as base. Annuity terminates only on death of widow or widower. Employee's annuity reduced by 2 1/4 percent of 1st \$2,400 of any amount specified as base for survivor benefits plus 10 percent of the amount over \$2,400 up to the full amount of employee's annuity, if specified.	821	Important difference in the FSR provision is that the annuity of a surviving widow or widower terminates only on death of such survivor.
	<i>Children:</i> A surviving wife or husband: 40 percent of average salary divided by number of children; \$800; or \$1,800 divided by number of children, whichever is lesser. No surviving wife or husband: 3 1/2 average salary divided by number of children; \$720; or \$2,160 divided by number of children, whichever is lesser. Children annuities terminate at age 18 (or on recovery from incapacity after 18), marriage or death. On termination of any child's annuity by death, wife or husband's annuity by death.	Children: A surviving wife or husband: 40 percent of average salary divided by number of children; \$800; or \$1,800 divided by number of children, whichever is lesser. No surviving wife or husband: 3 1/2 average salary divided by number of children; \$720; or \$2,160 divided by number of children, whichever is lesser. Children annuities terminate at age 18 (or on recovery from incapacity after 18), marriage or death. On termination of any child's annuity by death, wife or husband's annuity by death.	-----	FSR same as CSR.
			-----	Do
			-----	Do.
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* INFORMATION TAKEN FROM CHART ENTITLED "COMPARISON OF MAJOR PROPOSED CHANGES IN THE FOREIGN SERVICE RETIREMENT AND DISABILITY SYSTEM WITH PERTINENT PROVISIONS OF THE CIVIL SERVICE RETIREMENT SYSTEM" APPEARING IN HOUSE OF REPRESENTATIVES REPORTS NOS. 1890 AND 2104, 86TH CONGRESS, 2D SESSION, FOREIGN SERVICE ACT AMENDMENTS OF 1978.

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